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# MONTANA LABOR MARKET

Monthly Review of  
EMPLOYMENT OUTLOOK, LABOR SUPPLY, LABOR DEMAND, CURRENT EMPLOYMENT

MONTANA STATE EMPLOYMENT SERVICE

Division of Unemployment Compensation Commission of Montana

Edgar H. Reeder, Chairman

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FL. 287

SEPTEMBER, 1968

## Looking Back—Montana Workers Fared Well in Jobs and Wages

**SEVEN YEARS OF JOB GROWTH**  
—Paced by job gains in six of the eight basic Montana industry groups, non-agricultural employment in Montana was 23,100 higher at the end of 1967 than in 1960. The average yearly non-agricultural job total for 1967 was 189,900 for the highest yearly average ever recorded in Montana. The 1960 non-agricultural job average was 166,800. Considering the fact that the copper industry strike was in effect for 5½ months of 1967, the record yearly job total for 1967 is indeed an outstanding achievement for the Montana economy. It speaks well for the basic strength and growth of other industry groups during the copper strike period. Over the past seven years (1960-1967) employment in the service industries increased by 5,500 workers. Employment in trade establishments was up by 4,200 from 1960 through 1967. Growth in manufacturing over the seven year period is reflected in a 2,100 worker gain. More moderate jobs gains of 600 in construction and 400 in finance, insurance and real estate firms completes the industrial job growth cycle for the seven year period. Employment in government was up by 13,300 from 1960 through 1967. Two industries, mining and the transportation and utilities group, did not share in job gains the past seven years. Mining, beset by labor troubles which forced employer

economies and production changes, had 1,800 fewer workers at the end of 1967 than in 1960. The bulk of the 1,200 worker decline during the past seven years in the transportation and utilities group, was in railroad employment. The Montana situation in this respect ties in closely with national trends of cutbacks in railroad passenger service and other related railroad activities.

**ALL INSURED INDUSTRY GROUPS POST WAGE GAINS**—Over the past seven fiscal years (1960-1967) average annual earnings for workers insured under Montana's Unemployment Compensation Law made good advances in all industry groups. The total gain in insured wages during the past seven fiscal years is a substantial \$175 million.

Over the past seven years average annual earnings in construction were increased by \$1,928 to \$7,167; mining was up \$1,771 to \$7,197; transportation and communications was up \$1,551 to \$6,397; manufacturing was up \$1,383 to \$6,373; finance, insurance, and real estate was up \$1,205 to \$5,350; utilities, trade (wholesale and retail) was up \$654 to \$1,337; service and miscellaneous was up \$483 to \$3,304.

**30 YEARS OF UCC CHECKS HELPED ECONOMIC BALANCE** — From the time the first unemployment

insurance check was written in Montana in July, 1939, a total of \$131.5 million in unemployment insurance payments have helped eligible, unemployed workers maintain some economic stability during layoff periods. Audits of these cancelled checks show that more than 85 per cent are spent for food, shelter, clothing, medical expenses, and other household necessities. So, in reality, unemployment insurance is community insurance. It maintains purchasing power in a community when workers are laid off. This money helps stabilize the economy and keep other workers on jobs.

The goal of unemployment insurance is humanitarian in concept, but it is based on a hard set of realities.

Realities like the amount of premiums paid each year by Montana employers through a tax on their payrolls; like the amount of money paid out each year to eligible unemployed Montana workers.

There are other realities . . . like the creation of a reserve fund for those years when more money is paid out than is received . . . like the need to build up a substantial reserve so that benefits can be increased to meet the cost of living, or so that employers who pay the bill can have a reduction in the tax rate on their payrolls.

## LABOR TURNOVER RATES IN MANUFACTURING AND MINING INDUSTRIES (Per 100 Employees)

(Compiled in cooperation with U.S. Bureau of Labor Statistics)

INDUSTRY	ACCESSION RATE						SEPARATION RATE								
	Total			New Hire			Total			Quit			Layoff		
	July 1968	June 1968	July 1967	July 1968	June 1968	July 1967	July 1968	June 1968	July 1967	July 1968	June 1968	July 1967	July 1968	June 1968	July 1967
<b>All Manufacturing</b> .....	4.7	8.5	4.9	4.2	7.9	4.3	3.3	4.4	3.9	2.1	2.7	2.4	.3	.8	.4
Durable Goods.....	5.2	9.1	4.9	5.0	8.7	4.5	4.1	4.3	4.6	2.6	2.9	2.7	.2	.4	.6
Primary Metal.....	5.6	6.0	2.1	5.0	5.6	1.5	4.0	2.8	3.3	1.8	1.6	2.2	*	*	.8
Nondurable Goods.....	3.3	7.2	5.0	2.5	5.9	4.0	1.6	4.6	2.2	1.1	2.3	1.8	.5	1.6	.2
<b>All Mining</b> .....	7.6	10.8	4.2	1.9	4.0	3.0	7.4	9.4	3.4	1.4	2.6	1.7	1.6	.8	.2
Metal Mining.....	4.9	13.0†	2.6	.5	.6	.8	4.6	10.8†	3.4	1.1	.8	1.5	.5	.4	.1

\* Less than .05.

† High accession and separation rates in Metal Mining for June, 1968, due to interplant transfers—(not shown in published data).



## Along the Hiring Line— Field Summary for August

**ANACONDA, Deer Lodge, Phillipsburg**—Industrial job placements now compare favorably with last year despite lack of new jobs at smelter operations after the strike. Trade now showing recovery with more labor demand. Farm job activity and placements show good upturn.

**BILLINGS, Columbus, Hardin, Laurel, Red Lodge, Roundup**—Good variety of building projects on steady schedules employing all skilled craftsmen in area. Highway projects employ 400, a figure expected to remain stable as long as good weather stays. Trade and service keeps high job totals; worker shortages include food service workers, auto mechanics, and hotel and motel workers. Farm job placements near the 1,300 mark.

**BOZEMAN, Ennis, Three Forks, Trident**—Strong labor demand indicated by 55 unfilled job openings at end of August. Worker shortages existed in most major industry groups. Good volume of construction keeps high job totals. Returning college students will offset tourist trade declines on main street. Steady job trends cover logging, sawmills, and agriculture.

**BUTTE, Virginia City, Whitehall**—More stability noted on local economic scene but little new hiring in evidence for any industry. More idle miners going to out of state jobs. Some Butte men were hired at smelter in Anaconda. Trade and service jobs at fairly good seasonal levels.

**CUT BANK**—Industry and farm job placements below a year ago due to lack of federal projects and more mechanization on the farm front. Oil field activity fairly stable but with little new hiring. Farm crops in good condition, but harvest delayed by wet weather.

**DILLON**—Cold and rain delayed grain and hay harvests by several weeks. Work on nearly \$3 million in building projects on steady basis; some nearing completion. Black-topping of nearly 5 miles of Dillon-Jackson highway expected to start soon.

**GLASGOW, Fort Peck, Malta, Opheim**—Local construction projects in good progress with 300 men working. Seasonal upswing in other industries absorbed most available men. Closure of air force base forced suspension of meat packing plant and

## MONTANA CIVILIAN WORK FORCE

(In Thousands)

	Aug. 68	July 68	Aug. 67	July 68 to Aug. 68	Aug. 67 to Aug. 68
Civilian Work Force	282.9	290.2	296.2	-7.3	-13.3
Total Employment	272.4	277.8	277.9	-5.4	-5.5
Total Non-agricultural employment	233.8	232.5	228.6	1.3	5.2
(Non-agricultural Wage & Salary)	202.7	200.9	196.6	1.8	6.1
Total Agricultural- Employment	38.6	45.3	49.3	-6.7	-10.7
Labor Management Disputes	.1	.1	7.6	—	-7.5
Total Unemployment	10.4	12.3	10.7	-1.9	—
Percent Unemployment	3.7	4.2	3.6	—	—
U.S. Unemployment Rate	—	4.0	3.7	—	—

drop in main street business. Wet weather slowed farm hiring.

**GLENDIVE, Circle, Wibaux**—Major construction includes Interstate Highway 94, approaches, overpasses and bridges. Work nearly done on two main bridges over Yellowstone River. Work on new hospital in final finish stages. Other work includes high school addition and new airport. Good main street business finds shortages of waitresses and maids. Farm work at good pace.

**GREAT FALLS, Choteau, Fort Benton, Stanford**—Good seasonal job strength being maintained in most industry groups. Job placements doubled from prior month. Labor demand up in manufacturing and service groups but slight downturn noted in trade firms. Strike of hotel and restaurant workers settled. Farm labor supply and demand pretty well in balance.

**HAMILTON, Stevensville**—Weather caused delays in outdoor work were common throughout August. Fairly good demand for woods and service industry workers existed. Employment in most other industry groups was equal to last year. Farm job placements were over the 150 mark.

**HAVRE, Chinook, Harlem**—A wet August suspended most outdoor work and cut down on new hiring. Clearing weather will bring construction back to good levels. Steady job trends hold on main street despite decreasing tourism. Farm labor demand down from last year as farmers and ranchers traded help and machinery.

**HELENA, Boulder, Garrison, Townsend, White Sulphur Springs**—Job totals in most industry groups fairly well stabilized after buildup earlier. Construction picture better than last

year with 110 men employed on interstate highway projects, and work on retirement home. Main street activity fairly active with almost constant demand for experienced clerical and sales workers. Farm labor demand slow.

**KALISPELL, Columbia Falls, Whitefish**—Seasonal changes now appearing in labor market activities. Construction jobs declining and earlier than normal seasonal layoffs evident in trade and service firms at resort areas as tourist traffic recedes. Good job trends being maintained in lumber and aluminum production. Job orders for accountants, bookkeepers, and stenographers exceed applicant supply.

**LEWISTOWN, Harlowton, Ryegate, Winnett**—Farm labor demand increased with start of wheat harvest but with some delays because of wet weather. Construction continues as major labor market force with good job totals. Main street volume boosted by presence of workers on missile project work.

**LIBBY**—Libby Dam work force stood at 1,958 at month's end, probably peak for this season. Few shortages of experienced construction workers in special occupations. Good job totals in logging and lumber mill operations. New store now in construction will produce more trade jobs later.

**LIVINGSTON, Big Timber**—August rains cut into some outdoor activity with logging most affected. Mills were on unsteady schedules due to log shortages. Trade and service keep good seasonal trends with good demand for waitresses and shortage of cooks. Moderate hiring for Yellowstone Park facilities. Farm labor demand diminished as rains came.

## NINE YEARS OF MONTANA INDUSTRIAL EMPLOYMENT TOTALS BY MONTHS (in Thousands)

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Aver.
1956	156.6	154.4	156.3	163.0	169.3	177.4	177.4	179.8	177.2	174.6	170.4	166.7	168.6
1957	156.8	155.0	156.8	161.3	166.0	172.0	174.2	174.2	170.8	167.4	163.2	159.9	164.8
1958	153.1	150.3	150.5	156.4	162.4	167.1	170.2	172.2	170.0	168.8	165.8	162.4	162.4
1959	155.3	153.2	155.9	162.2	167.5	174.0	177.5	179.2	169.9	165.6	161.5	159.4	165.1
1960	152.7	152.5	156.1	163.5	168.4	175.8	176.9	177.7	174.8	171.6	167.5	164.5	166.8
1961	156.9	154.8	156.1	160.2	165.1	173.3	176.0	178.1	176.8	172.4	169.0	162.2	167.1
1962	158.3	158.2	159.6	166.2	172.4	180.1	180.5	181.2	178.6	176.6	175.1	173.5	171.7
1963	163.9	163.0	165.0	170.2	175.1	181.0	182.3	183.8	181.5	179.7	176.6	173.6	174.6
1964	166.2	164.3	165.1	169.1	174.2	182.4	185.5	187.2	184.9	182.2	178.4	175.4	176.2
1965	167.9	167.4	168.9	174.4	179.8	188.7	189.6	192.1	189.9	188.1	185.3	183.6	181.3
1966	173.9	172.6	174.2	180.2	185.4	195.6	198.2	199.2	195.8	191.2	187.6	186.9	186.7
1967	179.9	178.5	180.1	184.6	188.7	199.0	201.4	196.6	195.4	193.8	191.7	189.7	189.9
1968	181.0	180.4	181.8	187.5	192.2	199.9	200.9	202.7*					

\*Preliminary Estimate—



## Along the Hiring Line— Field Summary for August

**MILES CITY, Baker, Broadus, Ekalaka, Jordan, Terry**—Sharp upswing in August labor demand found shortages of oil derrickmen, cooks and waitresses, and some clerical occupations. Oil field activities in Bell Creek field near Broadus reduced as drilling operations shifted into Wyoming areas. Wet weather delayed some farm and ranch work.

**MISSOULA, Arlee, Drummond, Superior**—Employment levels stayed on steady keel in most industries during August despite periods of wet weather. Slight drop noted in trade industry jobs as tourist season nears end. Construction and lumber industry jobs hold at high levels. Shortage of loggers continues. Rain delayed farm and ranch work, including hay harvest.

**POLSON**—Local economic trends look brighter due to strong lumber industry trends. Expected reopening of plywood plant closed since last November will mean more jobs. Main street business at good pace with some shortages of food industry workers at times. Farm labor demand tapering off with completion of some harvest activities.

**SHELBY**—Cold rainy weather slowed activity in construction, oil fields, and agriculture during much of August. Fairly good seasonal job strength being maintained in trade and service firms as tourist season nears end. 95 farm job placements made in August.

**SIDNEY**—Local economy enjoying high levels of business and jobs. Industrial job placements double last year's total. Good construction volume, record payrolls in trade and government, and good farm crops add up to healthy economic scene.

**THOMPSON FALLS, Hot Springs**—Labor supply and demand now well in balance in most industry groups. Mill employment totals reflect strong lumber demand. Job totals should hold firm in most industries until winter season. Farm labor demand diminishing as major work completed.

**WOLF POINT, Plentywood, Scobey**—Heavy rains interrupted all farm and ranch work and some construction during part of August. Some shortage of harvest help expected as weather clears. Work on 14 mile highway project to start early September. Students leaving jobs creating more labor demand in trade and service firms, including waitresses, nurses aides, maids, and cooks.

## ESTIMATED EMPLOYMENT IN NON-AGRICULTURAL INDUSTRIES IN MONTANA (1)

(Compiled in cooperation with United States Bureau of Labor Statistics)

INDUSTRY	EMPLOYMENT			NET CHANGE	
	Aug. 1968 (2)	July 1968 (3)	Aug. 1967	July '68 to Aug. '68	Aug. '67 Against Aug. '68
<b>NON-AGRICULTURAL INDUSTRIES</b>	<b>202,700</b>	<b>200,900</b>	<b>196,600</b>	<b>1,800</b>	<b>6,100</b>
<b>Manufacturing</b>	<b>25,400</b>	<b>25,100</b>	<b>21,900</b>	<b>300</b>	<b>3,500</b>
Durable goods	17,500	17,200	13,700	300	3,800
Lumber and timber products	9,800	9,500	9,500	300	300
Primary metals	4,500	4,500	1,700	00	2,800
Other (4)	3,200	3,200	2,500	00	700
Nondurable goods	7,900	7,900	8,200	00	— 300
Food and kindred products	4,200	4,200	4,400	00	— 200
Printing and publishing	1,600	1,600	1,700	00	— 100
Petroleum refining	1,100	1,100	1,100	00	00
Other (5)	1,000	1,000	1,000	00	00
<b>Mining</b>	<b>5,900</b>	<b>5,700</b>	<b>3,600</b>	<b>200</b>	<b>2,300</b>
Metal mining	3,000	3,000	1,200	00	1,800
Coal, quarrying and nonmetallic	1,000	900	900	100	100
Petroleum-natural gas production	1,900	1,800	1,500	100	400
<b>Contract Construction</b>	<b>13,900</b>	<b>13,300</b>	<b>14,900</b>	<b>600</b>	<b>—1,000</b>
Contractors, building construction	4,500	4,400	4,800	100	— 300
Contractors, other than building	5,300	4,900	5,700	400	— 400
Contractors, special trade	4,100	4,000	4,400	100	— 300
<b>Transportation and utilities</b>	<b>18,500</b>	<b>18,600</b>	<b>18,700</b>	<b>— 100</b>	<b>— 200</b>
Interstate railroads	7,000	7,100	7,400	— 100	— 400
Transportation except railroads	5,000	5,000	4,800	00	200
Utilities including communication	6,500	6,500	6,500	00	00
<b>Trade</b>	<b>47,700</b>	<b>47,300</b>	<b>47,500</b>	<b>400</b>	<b>200</b>
Wholesale trade	9,500	9,300	9,200	200	300
Retail trade	38,200	38,000	38,300	200	— 100
General merchandise and apparel	6,900	6,900	7,000	00	— 100
Food stores	5,500	5,500	5,500	00	00
Eating and drinking establishments	10,600	10,500	10,500	100	100
Automotive and filling stations	8,000	7,900	8,200	100	— 200
Retail trade not elsewhere classified	7,200	7,200	7,100	00	100
<b>Finance, insurance and real estate</b>	<b>7,500</b>	<b>7,500</b>	<b>7,500</b>	<b>00</b>	<b>00</b>
<b>Services and miscellaneous</b>	<b>30,500</b>	<b>30,200</b>	<b>30,400</b>	<b>300</b>	<b>100</b>
Hotels, rooming houses, camps, etc.	4,600	4,700	4,700	— 100	— 100
Personal services	2,000	2,100	2,200	— 100	— 200
Other (6)	23,900	23,400	23,500	500	400
<b>Government</b>	<b>53,300</b>	<b>53,200</b>	<b>52,100</b>	<b>100</b>	<b>1,200</b>
Federal	13,600	13,700	14,200	— 100	— 600
State and local	39,700	39,500	37,900	200	1,800
<b>Great Falls Area (Cascade County)</b>	<b>25,900</b>	<b>25,700</b>	<b>23,300</b>	<b>200</b>	<b>2,600</b>
*Manufacturing	3,900	3,900	2,400	00	1,500
Contract construction	2,600	2,500	2,400	100	200
Transportation and utilities	2,100	2,100	2,300	00	— 200
Trade, wholesale and retail	6,600	6,500	6,300	100	300
Finance, Insurance, Real Estate	1,500	1,500	1,400	00	100
Services and miscellaneous (7)	4,100	4,100	3,900	00	200
Government	5,100	5,100	4,600	00	500
<b>Billings Area (Yellowstone County)</b>	<b>27,800</b>	<b>27,500</b>	<b>27,300</b>	<b>300</b>	<b>500</b>
Manufacturing	2,900	2,900	3,000	00	— 100
Contract construction	1,800	1,800	1,900	00	— 100
Transportation and utilities	3,000	3,000	3,000	00	00
Trade, wholesale and retail	8,900	8,800	8,400	100	500
Finance, Insurance, Real Estate	1,400	1,400	1,400	00	00
Services and miscellaneous (7)	5,300	5,300	5,200	00	100
Government	4,500	4,300	4,400	200	100

\*Copper strike started 7/15/67

(5) Includes apparel, chemicals, and miscellaneous manufacturing products.

(6) Includes commercial trade schools, auto repair services and garages, miscellaneous repair services and hand trades, motion pictures, amusements and recreation,

medical and health, law offices and professional services, non-profit membership organizations and business not otherwise classified.

(7) Same as (6) above. Also includes hotels, rooming houses, camps, personal services and mining.

(1) Estimates include all full and part-time wage and salary workers who worked or received pay during the pay period ending nearest the 15th of the month. Proprietors, firm members, personnel of the armed forces, domestic servants and self-employed persons are excluded.

(2) Preliminary estimates based on return from samples of 631 selected Montana establishments.

(3) Figures previously released have been revised on return from 1,109 such establishments.

(4) Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.

## COMPARISON OF BASIC LABOR MARKET ACTIVITIES IN AUGUST, 1968 AND AUGUST, 1967

Employment Service Office	New Job Applicants				Jobseekers in File				Job Placements								UI Claims*	
	Aug., 1968		Aug., 1967		Aug., 1968		Aug., 1967		August, 1968				August, 1967				Wk. 8-23	
	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	1968	1967
Anaconda	73	13	123	20	181	29	935	187	25	22	47	10	273	22	295	138	67	92
Billings	643	232	594	227	1,136	336	1,022	306	818	1,268	2,086	432	751	1,208	1,959	437	394	393
Bozeman	263	51	232	49	149	32	150	19	178	73	251	61	213	98	311	77	33	38
Butte	287	60	400	130	954	252	1,062	304	75	11	86	27	656	11	667	254	368	417
Cut Bank	64	13	35	7	213	63	92	20	32	32	64	20	54	30	84	32	65	41
Dillon	98	54	105	41	74	15	65	17	34	106	140	78	49	156	205	92	17	22
Glasgow	33	4	63	12	64	10	93	6	95	33	128	24	133	50	183	36	34	23
Glendive	73	11	54	8	101	14	76	9	61	620	681	15	63	57	120	33	9	30
Great Falls	598	142	771	154	1,269	256	1,686	286	591	1,340	1,931	258	562	1,700	2,262	335	329	377
Hamilton	54	12	43	14	104	22	85	13	51	166	217	25	195	343	538	107	33	30
Harve	63	5	62	11	68	13	62	12	93	278	371	65	101	483	584	67	40	36
Helena	224	60	210	21	398	112	497	58	200	57	257	81	441	80	521	237	93	106
Kallispell	256	79	291	76	489	159	369	85	244	294	538	129	632	524	1,156	220	224	94
Lewistown	54	10	48	3	44	9	50	9	72	322	394	45	72	324	396	48	16	18
Libby	113	34	116	40	155	39	260	103	61	1	62	16	254	3	257	88	116	150
Livingston	48	4	86	10	71	9	118	10	85	38	123	31	166	51	217	31	19	13
Miles City	67	18	72	13	129	14	96	6	124	476	600	68	95	64	159	43	31	20
Missoula	616	188	731	231	1,228	416	1,350	378	312	62	374	87	1,073	79	1,152	424	178	165
Poison	47	16	35	14	104	25	71	20	96	50	146	25	271	51	322	45	37	25
Shelby	47	24	75	31	77	10	73	11	32	111	143	26	49	167	216	31	18	26
Sidney	42	8	40	9	49	1	37	3	154	388	542	20	88	164	252	19	16	13
Thompson Falls	23	8	51	13	73	19	80	28	26	4	30	11	58	1	59	19	32	20
Wolf Point	48	22	67	22	74	25	79	24	20	43	63	17	23	94	117	27	26	23
Billings YOC	254	2	385	14	643	10	618	42	251	21	272	8	219	61	280	16	--	--
TOTALS	4,118	1,073	4,689	1,170	7,847	1,890	9,056	1,956	3,730	5,816	9,546	1,579	6,491	5,821	12,312	2,856	2,185	2,172

\* Includes 200 Claims of the Fed. U.C. Program 148 same a year ago.

## AVERAGE HOURS AND EARNINGS IN SELECTED MONTANA INDUSTRIES

(Produced in cooperation with United States Bureau of Labor Statistics)  
(Hours and earnings data exclude administrative and salaried personnel)

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Aug. (1) 1968	July (2) 1968	Aug. 1967	Aug. (1) 1968	July (2) 1968	Aug. 1967	Aug. (1) 1968	July (2) 1968	Aug. 1967
All Manufacturing	133.08	131.22	126.45	41.2	40.5	40.4	3.23	3.24	3.13
Durable Goods	129.74	129.11	126.07	40.8	40.6	40.8	3.18	3.18	3.09
Primary Metals	126.17	126.17	*	39.8	39.8	*	3.17	3.17	*
Nondurable Goods	144.41	137.76	124.41	42.6	40.4	39.0	3.39	3.41	3.19
Food and Kindred Products	127.87	125.88	115.43	42.2	42.1	40.5	3.03	2.99	2.85
All Mining	138.75	139.49	143.99	40.1	40.2	43.9	3.46	3.47	3.28
Metal Mining	138.45	137.70	*	40.6	40.5	*	3.41	3.40	*
Transportation and Utilities (except Rys.)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Transportation (except Railroads)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Utilities and Communications	127.98	127.98	121.71	39.5	39.5	40.3	3.24	3.24	3.02

(1) Preliminary estimates. (2) Figures previously released have been revised on more complete returns.

\* Data not available due to copper strike.

UNEMPLOYMENT COMPENSATION  
COMMISSION OF MONTANAUCC BUILDING  
P. O. Box 1728  
HELENA, MONTANA 59601

OFFICIAL BUSINESS

## EMPLOYMENT SECURITY MAIL

United States Postage  
Accounted for Under  
Act of Congress



# Montana State Library

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